

**HIGHLIGHTS OF THE CLAYTON TOWN COUNCIL MEETING
MONDAY, FEBRUARY 2, 2014
THE CLAYTON CENTER
6:30 PM COUNCIL CHAMBERS**

PRESENT: Mayor Jody L. McLeod, Mayor Pro Tem Michael Grannis, Councilman Bob Satterfield, Councilman Art Holder, Councilman R. S. “Butch” Lawter and Councilman Jason Thompson

CONSENT AGENDA:

These items are considered routine in nature or have been thoroughly discussed at previous meetings. Town Council voted unanimously to approve all of the following items on the consent agenda:

- Warrant and Dedication Acceptances for the Arbors at East Village, The Meadows in the Summerlyn Subdivision, and Creekside Commons
- Special Events:
 - Flag of Truce - April 11, 2015 – 11:00 AM to 3:00 PM - Organized by the Clayton Historical Association, this Civil War event commemorates the “Flag of Truce” meeting between Governors Swain & Graham and General Sherman in Clayton on April 12, 1865 with musicians, storytellers, crafts, dancers, and re-enactments of life during the Civil War in Town Square from 11:00 AM to 3:00 PM
 - Heart Chase – May 16, 2015 – 8:00 AM to 2:00 PM - Organized by the American Heart Association, this is the 4th annual fundraising event in Clayton and includes a 1.25 mile HeartWalk, a 3.1 mile HeartChase Challenge, and a Fitness Challenge on Town Square & Fayetteville Street.
 - A Soldier’s Walk Home – May 18, 2015 - 6:45 PM to 8:30 PM - Organized by the Clayton Historical Association in conjunction with NC Tourism & Duke Homestead, this event centers around Phillip Brown who is walking from New Bern to Duke Homestead in Durham, camping along the way, to commemorate the end of the Civil War & a Homecoming for all Veterans and will include a public walk along Main Street from the historic Compton House to Town Square for a public reception.
- Amendment to Code of Ordinances Chapter 92.03(C) – Interments - to reflect the policy change that was adopted by Council in October allowing for interments in Town cemeteries to take place on Sundays
- Ordinance 2015-02-03 – Chapter 91 – establishing an Urban Archery season for the legal harvesting of deer beginning in 2016. The ordinance makes it lawful to hunt deer with a bow and arrow or crossbow on private property during the Eastern North Carolina deer archery season established by the state Wildlife Resources Commission. The Town must not inform the Commission by April and the Town’s first season would correspond with NC’s bow-hunting season in January-February of 2016.

Permits would likely need to be obtained through the Clayton Police Department, however, those details are still being worked out.

- Ordinance 2015-02-04 – Chapter 115 – establishing licensing/permitting of Peddlers/Door-to-Door Sales people thus setting accountability standards. Any door-to-door sales person will need to contact the Clayton Police Department to apply for their license/permit to solicit in the Town effective immediately.

INTRODUCTIONS AND SPECIAL PRESENTATIONS:

- Peanut Butter and Jelly Drive - Denny Headington, a member of Horne Memorial Baptist Church presented information about the upcoming Peanut Butter & Jelly Drive in which food will be collected for Clayton Area Ministries, a non-profit supporting needy families in the area. The event will be held in the parking lot of Lowes Foods on Friday and Saturday, April 17th and 18th. He requested the Mayor's presence to help kick-off the event and the asked for the blessing of the Council.
- **Pay and Classification study** – Becky Veazy, President of the MAPS Group, presented results of a recently-conducted pay and classification study which examined duties, titles and compensation for Town employees in 5 different departments: Electric, Fire, Police, Human Resources and Public Works (including Fleet Maintenance, Streets/Property Maintenance, Water, Wastewater Treatment and Engineering.) The Town currently employs 169 employees used the MAPS Group since 1999 to keep compensation packages up-to-date. The town last did a study in 2006 and since then the Town has added new services, technology, regulations and significantly increased in size. Compensation studies help to ensure the Town can continue to stay competitive, ensure internal equity, maximize cost effectiveness, recruit and retain employees and ensure equal pay for equal work. Clayton's current salaries were compared against jurisdictions in the area and showed that some positions are competitive in the market, however, some were as much as 20% below market when compared to other employers. Veazy pointed out that the Town is suffering from something called pay compression, where starting salaries of new employees are very close or sometimes more than the wages of existing workers. This can lead to morale problems, turnover, and difficulty in hiring highly qualified candidates (offering those candidates more than entry level pay is difficult when Town employees with a number of years of service are making near entry level pay). Recommendations in the report include raising the compensation ranges for a number of positions and reclassifying others. Veazy offered three options to implement the recommendations of the new

compensation plan. The options would range in cost from \$220,461 to nearly half-a-million dollars. Council members will take a few weeks to examine the study and report back to the Town Manager, who hopes to incorporate at least Option 2 pay adjustments into the new budget beginning July 1, 2015. A study of the remaining Town of Clayton employees is set to be conducted next fiscal year.

PUBLIC HEARINGS:

- **Public Hearing – PDD 2014-111 - ParkView Planned Development Rezoning to PD-R (Planned Development – Residential) and Public Hearing- PSD-2014-112 - Park View Planned Development Master Plan/Preliminary Subdivision Plat.** Town Council voted unanimously to approve both, achieving the 3/4th super-majority vote required after a valid petition of protest was filed by adjacent property owners. This 83-acre development calls for a maximum of 330 residential units (single family, single family attached, and townhomes) located north of Municipal Park and between City Road and Liberty Lane. More than half of the project is slated to be open space. The residents would be Town of Clayton water, sewer and electric customers. The development is being called an AgriCommunity which includes a plot for a community garden and community gazebo. All property lawn maintenance would be handled by the future subdivision's HOA. ParkView, as its name implies is in the vicinity of three community parks – Municipal, Civitan, and Legend. A waiver for sidewalks on both sides of the streets was granted and instead the developer will install a paved 10-foot wide greenway, which at some point would connect to and be a part of the Sam's Branch Greenway and the Clayton River Walk on the Neuse (a section of the Mountains-to-Sea Trail which connects to Raleigh). Troy Smith, of the Clayton Civitan organization, which runs the extremely popular youth sports programs on the nearby park, shared concerns that noise and lighting generated by their activities could endanger the long-term feasibility of their park and would generate complaints to the Town and the athletic group. The developer Reid Smith said he has made multiple adjustments to help satisfy concerns of Civitan, Planning Board & Council members since the proposal was first heard, including road adjustments, eliminating an access road, abandoning future establishment of new street called Cross Street that could interfere with the ball field, parking adjustments and others. Smith intends to make residents sign covenants and an addendum to the purchase agreements that would verify that residents recognize

they are neighbors to all of these parks and they acknowledge the associated issues that come with parks. Resident Janet Daniel of 671 City Rd, shared her serious concerns about traffic, loss of quality of life, the future of annual July 4th fireworks at Municipal Park, the loss of large trees near the greenway and the possible maintenance issues of an agri-community. The Mayor commented that he believed the developer was going above and beyond what is expected of developers in terms of measures to inform residents of the community about the noise and light issues associated with living close to town and community parks. The Mayor joked that living next to the high school and trying to sell his home, he is not certain he would offer the same full disclosure about band practice and other noises associated with living so close to the football field and school. The developer hopes to begin infrastructure installation in the Spring and begin building houses in November.

- Public Hearing – Text Amendment to modify §155.705(O) of the Unified Development Code. Town Council voted unanimously to approve the changes to which would modify Section 155.705(O) to clarify major subdivision modifications and allow minor subdivision adjustments to be approved by staff without having to come back to Town Council.
- Public Hearing - Annexation Petition 2014-12-01- Town Council voted unanimously to approve this voluntary annexation requested by the Fred Smith Company LLC Property for 46.17 +/- non-contiguous acres, also called the Dupree Property, located at 3131 Covered Bridge Road and adjacent to the Riverwood Athletic Club. This land is slated for 156 single family homes.
- Public Hearing - Annexation 2015-01-0 – Town Council voted unanimously to approve the annexation of 67.14 acres recently purchased by the Town for a future park Town on Little Creek Church Road
- Public Hearing - Annexation 2015-01-02 - Town Council voted unanimously to approve the annexation for 39.55 acres of what is now called the River Park Property or Dupont Property along Covered Bridge Road. This land was recently purchased by the Town of Clayton and adjoins the 89-acre Massey property near the Neuse River and will be developed as a future 120-acre Town Park

OLD BUSINESS:

- Town Council voted unanimously to approve the Special Intensity Allocation 2014-153 for Caterpillar South Site. The 111-acre site on the south side of NC42 East lies in the watershed protection overlay where impervious surface is currently limited to 24%. Impervious surface limits up to 70% will now be allowed, permitted Caterpillar to expand its

impervious surface to 97.6 acres to include increased customer display areas.

- Town Council voted unanimously to approve the Special Event and street closures associated with AlzNC, a Johnston County Walk to benefit Alzheimer's and dementia now set for May 30, 2015, starting at 9:00 AM at Town Square and into downtown along the sidewalks.
- Town Manager Steve Biggs updated Town Council that the Town will be closing on the building purchase of 220 E. Main Street this week. The Town is still evaluating the two proposals for financing but Town Council gave the Town Manager the go-ahead to advertise for proposals from private investors who might seek to take advantage of \$100,000 of Town incentive money as well as federal historic tax credits to renovate the building. He noted that the Town would not be committing to this type of financing, but could then compare the cost of leasing the building back for possible library use from the private developer who renovates to the cost of the Town financing the renovation. He added that the state General Assembly is in the midst of considering restoration of the state historic tax credits and the request for proposals would likely not go out until that issue is settled.

NEW BUSINESS:

- Town Council unanimously voted to approve a resolution supporting restoration of Historic Rehabilitation Tax. So far more than 4600 signatures have been gathered on a petition being circulated at www.historictaxcredits.org for this tax credit which has helped to bring more than a billion dollars in private investment into the state. The Mayor added, however, that from his participation in the League of Municipalities he has learned that General Assembly approval is very unlikely.

STAFF REPORTS:

- Town Manager Steve Biggs updated Town Council that with the appeal window for the owners of the Red & White at 110 W. Front Street now passed, the Town has moved ahead with the contractor who will demolish this deteriorating downtown building. The contract is working to receive the necessary state and local permit and mobilization is likely the first week of March.

OTHER BUSINESS:

- Clayton resident Minnie Feaster, who can not drive because of a stroke six years ago, pleaded to Town Council members to network with their counterparts on the Johnston County Commissioners to think outside the box and find the solution/funding so that the 1,000 Johnston County residents like herself who have been denied rides by the Johnston County Area Transit System do not have to go without rides to medical appointments or suffer the loss of independence any longer. Feaster said

she worked for 25 years for the federal government and knows what difficult budget decisions the Council must face, but she noted to members that municipalities in other areas of NC have joined with their counties to jointly fund this vital service to citizens. Feaster who is not on Medicaid, paid an hourly driver to bring her to the Town Council meeting and waited more than 2 hours to make her request to the board.

- Town Council was updated on the process to consider the Steeplechase development project. Planning Director Dave DeYoung told Town Council that the developer, Galaxy/Wakefield Development plans to host another neighborhood meeting next week on Thursday, February 12th from 7 to 9 PM in the Rotary Room of The Clayton Center/Town Hall to update residents on several significant changes/compromises that have been made since the last Planning Board meeting. The proposal would be presented at the Town Council work session on February 16th with no vote taking place. An update would be given to the Planning Board at their regularly scheduled meeting on February 23rd and they would then vote on whether to recommend approval of the project to Town Council. Town Council would then hold the official Public Hearing on the development at the March 2nd Town Council meeting and hold a vote on approval. No special joint meeting of Planning and Town Council will occur.

Town Council voted unanimously to adjourn at 9:19 PM.